Montana State Library

NTANA LABOR MARKI

Monthly Review of EMPLOYMENT OUTLOOK, LABOR SUPPLY, LABOR DEMAND, CURRENT EMPLOYMENT

MONTANA STATE EMPLOYMENT SERVICE

Division of Unemployment Compensation Commission of Montana

Albert F. Root, Commissioner

Chadwick H. Smith, Chairman Mitchell Building - P. O. Box 1728 - Helena, Montana Paul R. McClure, Commissioner

FL.-199.

SEPTEMBER, 1959

August Employment At Seasonal Peak

Wage earners on August payrolls of Montana's non-farm employers reached the climax during the month with 168,300 employed according to estimates at mid-month compiled by the Commission in cooperation with the U.S. Bureau of Labor Statistics. This was a rise of 1,200 over the final July employment figure after audit of records from 1,153 reporting establishments. The August average of non-agricultural employment for the nine years, 1950-58, is 165,600. Industrial employment during the past 10 years was highest in August, 1956, when 177,500 wage earners were on payrolls of industry and commerce. Traditionally, seasonal employment in Montana's diverse labor markets begins to rise with the coming of spring, builds steadily throughout the summer months, and attains the apex in August. Employment generally holds up well during September and October with only mild declines. From November through March adverse weather limits or completely halts many seasonal and outdoor endeavors, including construction, agriculture, tourism, and oil field activities. Employment in these fields and others vulnerable to seasonal and climatic pressures diminish and lay in hibernation until the awakening in April to begin another cycle.

Gains Exceed Last Year

Employment gains in August over July exceed the rise for the comparable period in 1958 by 800 workers. In addition, 1,300 more were employed this August than during the same month in 1958. In contrast a deficit of 6,000 from August, 1957 to August, 1958 was largely the result of the start of economic troubles in the metal mining industry at mid 1957.

TREMORS SHAKE STATE LABOR MARKET AS STRIKE HALTS METAL MINING INDUSTRY

The August labor market picture was divided in two different parts. Seasonal labor demand, both in industry and agriculture, kept employment at high levels. Business along main streets was good. Service industries added 1,100 workers to its payrolls; increased volume at stores, cafes, service stations, and amusement centers brought a 200 rise in employment in the trade industries. Hundreds of new teachers were hired for the opening of the school year, lifting government employment at the state and local level 400 over July. The whir of activity increased at logging camps and sawmills in the timbered areas of the state, providing work for 200 additional workers. Contract construction was in many shapes and forms changing the geography and landscapes of both town and country. A total of 14,400 workers were busy building roads and irrigation canals, multi-million dollar office buildings and shopping centers, military installations and radar facilities school and college structures, grain elevators, industrial plants and new homes. Railroad employment was up 200 giving added strength to track and maintenance crews. Oil exploration and drilling started to show signs of greater activity as the month ended. Agriculture also was a good part of the healthy picture with thousands of seasonal workers engaged in haying, and the grain, fruit, sweet corn and vegetable harvests.

There was also another side to the picture. It began on August 19 when the International Union of Mine, Mill, and Smelter Workers struck the mines and plants of the Anaconda Company. As the strike entered the fourth week, about 8,500 workers in Anaconda, Butte, Great Falls, and East Helena were idled as a result of the dispute. Prospect of early settlement appears uncertain at this time with no common denominator yet in sight for successful bargaining between two widely separated areas of thought. Continued idleness of this large segment of Montana workers could lead to further inactivity in the labor market and reduced job openings in other industries in the communities affected. About 5,500 members of the union involved are barred by law from the receipt of unemployment insurance benefits, placing a heavy demand on the public welfare assistance funds. More than 2,000 workers, other than members of the strike union idled by the dispute, have filed claims for unemployment compensation benefits. Weekly claim totals and the weekly prior to the strike and open expected to eligible under the strike and expected to eligible under the strike and expected to eligible under the strike and expected the strike and e doubled from the week prior to the strike and are expected to climb weekly as the strike period lengthens.

As the month ended, a dark shadow also fell across the growing lumber industry. As the mointre ended, a dark studiow also left across the growing futiner industry. Approximately 500 workers were idled when a lumber mill near Missoula was struck on August 31 by the lumber and sawnill workers. The union demand is for a 912 cent hourly increase, nearly double the 5 cent raise offered by the employer. Meeting with a federal mediator on September 15 was the first negotiating session since the strike began. The meeting ended in a climate of pessimism about the immediate success of the first bargaining. Rumblings of strike threats were also heard in the Thompson Falls and Kalispell areas.

LABOR TURNOVER RATES IN MANUFACTURING AND MINING INDUSTRIES (per 100 employees)

	ACCESSION RATE							SEPARATION RATE							
AMDHEMDV	Total			New Hire			Total			Quit			Layoff		
INDUSTRY	1) Jul 1959	2) Jun 1959	Jul 1958	Jul 1959	Jun 1959	Jul 1958	Jul 1959	Jun 1959	Jul 1958	Jul 1959	Jun 1959	Jul 1958	Jul 1959	Jun 1959	Jul 1958
3) All Manufacturing Durable Goods Primary Metal 3) Nondurable Goods	5.9	9,4 10.7 7.8 0.8	2.4 2.6 0.5 2.1	4.2 5.2 1.8 2.3	7.6 8.7 6.4 5.7	2.0 2.0 0.1 1.9	3.6 41 3.6 2.8	5.1 4.6 5.1 6.0	2.6 3.0 1.9 2.0	2.1 2.2 1 n 2 0	2.4 2.1 1.7 2.8	1.3 1.4 1.1 1.0	0.4 0.4 * 0.5	0.5 0.4 0.1 0.7	0.7 1.0 0.4 0.3
All Mining Metal Mining	6.2 6.7	6. 4 6, 7	3.6 3.6	2,6 1.3	3.6 2.4	1.3 0.1	5.2 5.0	6.3 5.9	10.0 11.7	3.3 3 9	3.2 3.7	2.9 3.9	0.8 0.1	1.7 0.5	6.3 6.9

¹⁾ Preliminary rates based on all data available at publication time. 2) Figures previously revised on more complete returns.

³⁾ Excludes sugar and canning industries. Total separations include discharges and miscellaneous separations.

¹⁹⁵⁹ rates not strictly comparable with 1958 rates due to change in reporting form from which basic data are obtained.

Along the Hiring Line—Field Summary Sept. 1

ANACONDA, Deer Lodge, Philipsburg—(246) jobseckers, 114 new 143 men, 103 women). Metal mining strike idled approximately 3,000 smelter workers; additional 500 railroad employees laid off until settlement. Working forces in trade and service industries being trimmed for duration of strike. Lavoffs in Philipsburg further depressed area economy. Some idled workers leaving for west coast states.

BH LINGS, Columbus, Hardin, Hysham, Laurel, Red Lodge, Roundup -(1.132 jobseckers 806 new, 718 men, 414 women). August building permits over two million dollars. Preliminary work begun on 113 million dollar office building. Multi-million dollar shopping center to open October 1, another nearing completion, and one more 75 new in the planning stage. Estimated homes set for early construction. 130 emploved on road and bridge construction with hiring for replacements only. Frade industries spirited by Fall sales. Railroad hiring slow. Grain harvest completed, sweet corn harvest in progress; sugar beet harvest to start late September.

BOZFMAN, Finis, Three Forks, Trident (302) jobseekers, 317 new; 210 men. 92 women). Variety of commercial, residential, and college buildings under construction. Women's residence hall at state college completed, 400 unit men's dormitory under way. 38 new homes in various stages of construction. Logging, pulp, and sawmills on full scale operations. Labor supply and demand in balance.

BUTTE, Virginia City, Whitehall—(2,029 jobseekers, 229 new; 1,638 men, 391 women). About 3,400 workers in mining and craft classifications idled by metal mining strike on August 19. Some salaried employees of Anaconda Company furloughed or placed on part-time salary for duration. Loss of purchasing power affected trade and service with some worker layoffs occurring and more expected as the strike lengthens. Construction of ½ million dollar motor hotel begun. Labor supply doubled from last

Ct'l BANK (87 jobseekers, 141 new; 55 men, 32 women). Good activity in construction and oil fields during month. Three road jobs current, one paying job completed. Work under way on new power station at radar base. Home building and remodeling strong force. Most skilled labor employed. Grain harvest 20 per cent completed with surplus labor and combines.

DILLON—(\$2 tobseekers, 87 new; 33 men 19 wonten. High level of agricultural work included having, grain harvest, titt gatrig, fencing, and summer tallowing. Potato harvest next month will create demand for additional workers. Commercial build-

LABOR MARKET INDICATORS

Employment—	Aug. 1959	July 1959	Aug. 1958	Aug. Avg. 1950-58
Industrial Employment	168,300	167,100	167 000	165,600
New Job Applicants	4,514	4,115	3,925	3,078
Job Applicants, End of Month	7,777	7,792	8,772	3,708
Increal Lucamples ment. Week of	Sept. 4 1959	Aug. 7 1959	Sept. 5 1958	Avg. 1st Sept. Wk. 1955-59
Insured Unemployment, Week of				
New and Renewal Claims	1,159	3.40	698	555
Unemployed Weeks Filed	3,543	2,080	4,080	2,338
Total Unemployment Claims	4,702	2,420	4,778	2,711

ing and remodeling projects occupying most skilled craftsmen. Conversion to dial system terminated 22 telephone operators at end of month.

GLASGOW, Fort Peck, Malta, Opheim — (200) jobseckers, 265 new; 139 men. 61 women). Project activities at air base stepped up with 1,400 employed, a 140 increase over past two months. Base housing units in framing and sheeting stages to allow interior finishing during colder months. Home construction in city slow with 14 units under erection. Water survey problem retarding development of state land purchase for commercial use.

GLENDIVE, Circle, Wibaux—(82 jobseekers, 119 new; 58 men, 24 women). Road construction, and building projects including Wibaux high school, three commercial structures in Glendive, city water plant, power line, and seven new homes kept most skilled labor employed. Shortage of waitresses and cafe help during the month. Migratory sugar beet workers left the area. Dry land grain crops poor.

GREAT FALLS, Choteau Fort Benton, Stanford—(1.292 jobseekers, 738 new; 721 men, 571 women). Strong worker demand during the month indicated high level of activity in labor market. Trade industries provided most of job openings; increased volume seen for September. Good weather favored construction projects; some threatened by material shortages. 1,200 smelter workers idled by metal mining strike, several hundred others laid off as a result. Shortage of clerical workers in area remains. Farm hiring over last year as grain harvest advances.

HAMILTON, Stevensville (163 Jobseekers, 51 new; 90 men, 73 women). Pood processing major hiring factor during the month. Pie cherry yields less than last year. Apple harvest in September will be lighter than usual; potato and sugar beet liarvest scheduled for October. Construction activity limited. Some indication of better mining prospects.

HAVRE Chinook, Harlem (85 Jobseck ets, 97 new, 23 men, 62 women). Luture employment outlook good with new hires chiefly for replacement of students return-

ing to classes. Waning tourist traffic affected trade and service industries. Construction of two micro-wave stations set for early start. Contract for \$200,000 tadar control building let. Railroad employment slow. Sugar beet and potato harvests scheduled late September.

HELENA, Boulder, Garrison, Townsend, White Sulphur Springs—(345) jobseekers, 161 new: 232 men, 113 women). Construction activity slowed during the month assome projects completed and contractors shifted crews between various jobs rather than new hiring. Metal mining strike idled approximately 100 Fast Helena smelter workers. Little or no hiring on highway overpass and valley irrigation projects. Farm labor demand diminishing.

KALISPELL, Columbia Falls, Fureka, Libby, Whitefish—(520 jobseekers, 322 new; 322 men, 198 women). Completion of sweet cherry harvest brought withdrawal of house wives and other marginal workers from labol market. High level of activity in lumber manufacturing. Contract construction and aluminum processing show higher employment totals over last year. Trade and service industries continue in good volume. Demand for agricultural workers will lessen during September: potato harvest to begin in October.

1 EWISTOWN, Harlowton, Ryegate, Winnett—155 jobseekers, \$8 new; 33 men, 22 women). Most major industrial groups show more hiring activity over last year with trade, service, and construction providing most of the new job openings. Agricultural activity centered mostly in the grain harvest. Labor supply and demand remained equal during the month with no special problems.

LIVINGSTON, Big Timber (78 jobseckers, 51 new; 36 men, 42 women). Lumbering employment rose with maximum activity in both the woods and at mills. Strong mainket demand and good prices auger well to the future. Experienced woodsmen and mill vorkers in demand. Contract construction, both highway and building, holding up well. Live failroad machinists land off during month; yard gangs placed on track main tenance crews. Farm work diminishing

NINE YEARS OF MONTANA INDUSTRIAL EMPLOYMENT TOTALS, BY MONTHS (in Thousands)

	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	1100.	Aver
1.51	141.0	139.4	140.3	145.9	149.4	154.1	153.5	154.6	154.3	152.4	151.7	150.6	1491
1 **	140.5	140.7	1430	149.7	154.8	159.9	159.5	161.2	160.4	157.9	156.0	154.9	153.2 _
11/23	14″ ≥	144.5	146.3	149.7	153.1	158.0	158.5	1000	100 3	159.6	157.6	156.4	154.3
1171	146.7	145.5	147.2	151.1	155.7	161.6	164.1	167.4	1548	153.9	158.2	155.7	155.0
	148.4	146.8	1.47.4	153.4	158.4	166.8	168.2	170.4	169.8	165.9	162.4	160.3	150.8
	1513	153.1	154.2	160.7	167,0	1750	175.7	177.5	176.9	173.6	167.9	165.2	166.7
	1501	157.8	158 6	163.0	168.6	174.8	176.9	176.8	175.2	170 n	165.4	161.1	1673
	1110	149.0	149.2	153.6	159 ()	164.5	165.0	167.0	165.0	162.0	160.0	157.8	158.7
19	15.7.7	150 9	152.3	158.2	162.6	167.8	167.1	168.3*					

Along the Hiring Line— Field Summary Sept. 1

MLIES CITY, Baker, Ekalaka, Broadus, Jordan, Terry—(98 jobseekers, 106 new; 64 men, 34 women). Labor market activity remained on par with last month. The number of building permits increased over last year, but dollar volume was less. A few construction projects retarded by steel shortages. Area economy looks good for next 60 days.

MISSOULA, Drummond, Arlee, Superior—(535 jobseekers, 364 new; 344 men, 191 women). City building permits during July totaled \$397,000, more than five times the year ago figure. Work began on the six million dollar expansion program at the paper mill outside the city. Estimated four million feet of decked lumber destroyed by fire at local lumber company with no damage to the mill or effect on employment totals. Increased demand in lumbering created good demand for loggers during month.

POLSON—(141 jobseekers, 62 new; 107 men, 34 women). Continued expansion in lumbering and logging speak well for future well-being of community. Construction also on upswing with newspaper building, housing development, and super market employing 100 workers. Some sawmills also adding additional facilities and equipment.

SHELBY—(157 jobseekers, 219 new; 117 men, 40 women). Construction at good level despite steel shortages which hampered some projects. Highway interchange project continues on surfacing and overpass structure. Full crews employed on building repair projects after Main Street fire. Railroad extra gang hiring up; more scheduled for September. Stable employment in trade and service industries despite less tourist volume.

SIDNEY—(58 jobseekers, 79 new; 25 men, 33 women). Commercial building limited. Construction activity chiefly in new home building and roof repairing after hail damage. Paving of downtown alleys completed. Two future projects, totaling one million dollars, include new high school and city sewer system. Sugar beet refining expected to employ 300 seasonal workers in October. Harvest of dry land grain crops completed with below average yields.

THOMPSON FALLS, Hot Springs—(58 jobseekers, 45 new; 35 men, 23 women). Noxon Dam employment holds at 250; demand during the month chiefly for air tool operators on clean-up work. Highway bridge project thrown off balance due to steel shortage. Home building in good progress, along with facilities for Forest Service personnel. Logging and sawmill production keeps steady pace. Good demand for railroad section hands during month.

WOLF POINT, Plentywood, Scobey—(62 jobseekers, 83 new; 36 men, 26 women). Construction limited to grain elevator erection, annexes to existing granaries and residential units. Some area projects completed including Flaxville school and highway paving. Post office buildings at Froid and Plentywood, and highway surfacing at Poplar among future projects. Oil field activity increased with four new wells being drilled. Some farm worker shortages during the month.

ESTIMATED EMPLOYMENT IN NON-AGRICULTURAL INDUSTRIES IN MONTANA (1)

(Compiled in co-operation with United States Bureau of Labor Statistics)

(Compiled in co-operation with Unite				tatistics)		
	EM	PLOYME	Net Change			
INDUSTRY	Aug. 1959 (2)	July 1959 (3)	Aug. 1958	July '59 to Aug. '59	Aug. '58 to Aug. '59	
NON-AGRICULTURAL INDUSTRIES	168,300	167,100	167,000	1,200	1,300	
Manufacturing	20,800	20,800	21,400	00	600	
Durable goods	13,300	13,300	13,400	00	—100	
Lumber and timber products Primary metals Other (4)	7,700 4,300 1,300	4,400	7,600 4,400 1,400	100	-100	
Nondurable goods	7,500	7,500	8,000	00	—500	
Food and kindred products	3,900 1,700 900 1,000	1,800 900	4,300 1,700 1,000 1,000	-100 00	1(iii)	
Mining	9,200 5,800 700 2,700	5,900 700	8,400 4,90 0 7 00 2,80 0	-100 -100 00	900 00	
Contract Construction	14,400 4,400 5,700 4,300	4,400 5,900	13,700 3,900 6,200 3,600	200	500	
Transportation and utilities Interstate railroads Transportation except railroads Utilities including communication	20,500 10,200 4,100 6,200	10,000' 4,300	19,500 10,000 3,600 5,900	200	200 500	
Trade Wholesale trade Retail trade General merchandise and apparel Food stores Eating and drinking establishments Automotive and filling stations	39,400 7,800 31,600 6,100 4,600 8,300 6,400	7,800 31,400 6,100 4,700 8,200	39,600 7,900 31,700 6,300 4,400 8,400 6,300	100 100	100 100 200 -200 100	
Retail trade not elsewhere classified	6.200	6,200	6,300	00	_	
Finance, insurance and real estate	6,000	!	5,900		100	
Services and miscellaneous	22,400 3,700' 2,200' 16,500		22,900 4,200 2,200 16,500	300 100	-500 -500 00	
Government	35,600 10,200 25,400		35,600 10,000 25,600			
Great Falls Area (Cascade County) Manufacturing Contract construction. Transportation and utilities. Trade, wholesale and retail. Services and miscellaneous (7). Government.	19,500 3,100 1,900 2,300 5,800 4,100 2,300	3.100 2.100 2.200 5,600	19.700 3,100 2,100 2,300 5,600 3,900 2,700	1 00' 200 100' 200' 00	2(0) 2(0) 2(0)	

- (I) Estimates include all full and part-time wage and salary workers who worked or received pay during the pay period ending nearest the 15th of the month. Proprietors, firm members, personnel of the armed forces, domestic servants, and self-employed persons are excluded.
- (2) Preliminary estimates based on return from samples of 844 selected Montana establishments.
- ()3 Figures previously released have been revised on return from 1.153 such establishments.
- (4) Includes fabricated metal products, machinery except electrical, furniture, stone and clay products.
- (5) Includes apparel, chemicals, and miscellaneous manufacturing products.
- (6) Includes commercial trade schools, auto repair services and garages, miscellaneous repair services and hand trades, motion pletures, amusements and recreation, medical and health, law offices and professional services, non-profit membership organizations and businesses not otherwise classified.
- (7) Same as (6) above, also includes finance, real estate and mining.

COMPARISON OF BASIC LABOR MARKET ACTIVITIES IN AUGUST, 1959 AND AUGUST, 1958

Employment	New Job Applicants Jobseekers in File								J	ob Pla	cement				U.I. Claims			
Service .	Aug.		Aug.		_	1959		1958			1959				1958			9-5
Office	Tot.	Vet.	Lot.	Vet.	lot.	vet.	lot.	Vet.	Ind.	Ag.	Tot.	Vet.	Ind.	Ag.	Tot.	Vet.	1959	1958
maconda	114	1.7	126	21	246	56	320	70	45	5.5	10-0	3.3	$Q_{i,j}$	30	120	32	Ste	27
Billings - I	5 173	211	67.3	241	1,132	254	1,002	304	5.21	1,431	1,951	57.9	414	1,231	1,645	212	41.4	
logeman	317	100	237	04	302	92	426	145	225	198	423	153	220		150		2.5	
Sutte	77	27	111	139	2,029	569	2.211	682	115	7.8	194	37	49	. 83	132	20	1,431	
ut Bank	141	6.1	137	47	87	2.3	157	54	6.5 3.1	1.36		. 84	58	164	222	91	5 4	
fillen .	N	42	153	47	52 200	15 36	235	55	302	278	312 740	162	.33	241	274	145	-7	
Hasgow	265 119	24	103	28	82	16	200	314	149	330	4-8	170	265 103	388	653	144		
dendive	7.38	210	346	102	1.292	280	714	195	703	1.463	2.1 6	343	103	212 -1 194	315			
ircat Falls	51	- 11	56	1.4	103	30	200	561	71	482	553	24	40	520			575	, .
Lamilton	- Q_	30	111	31.1	85	1.3	00	10	165	840		502	1.3(1)	583	713		(,)	
lavre -	161	4.3	168	69	345	103	494	185	282	80	362	172	130	81	211	85	147	
Calispell	322	0.1	213	52	520	87	770	1701	545	37	582	125	518	20	538	163	265	
ewistown	5.8	1.2	86	28	5.5	7	7.5		08	455	553	166	64	392			15	
ivingston	51	10	7.1	24	78	101	125	3.5	88	64	152	68	0.5	32		62	5.3	
liles City	1016	.3(1	109	3.2	98	18	101	18	1114	317	421	4.8	96	115	211	81	3.3	
lissoula	3114	110	320	105	5.3.5	130	784	101	27.3	182	155	167	165	108	273	114	285	
Molson	6.2	17	66	17	141	38	183	60	228	014	842	186	32	228	260	82	100	
helby	219	84	230	69	157	107	300	8.5	105	387	493	105	78	270		105	2.5	(
idney	7.0	31	48	53	58	. 5	97	16	0.5	51	110	32	64	78	142	50	.3	,
homp Falls	4.5	1.1	64	~ ~	5.8	10	148	3.5	70	, , ,	81	32	71	1	72	24	.31	
Voli Point	8.3	11	71	19	62	- 8	158	- 44	57	125	182	44	3.5	124	159	,3.2	3.5	7
CTAIC	4,514	1 304	3.925	1,297	7,777	1.907	8.772	2,472	3.320	2.052	12.372	3,202	2 2 1 5	6.210	0.5.0	3.55	4 *	
COTALS	1,114	1,,1174	V. 7=17	1,-17	1,777	1,707	11.77-	-,7/-	7,021	Sylver	1-10/2	1,1-72	5,245	0.519	9,504	2,558	4,702	4.77

^{*}Include 59 claims of the Federal Employees UC Program, 111 same a year ago.

AVERAGE HOURS AND EARNINGS IN SELECTED MONTANA INDUSTRIES

(Produced in co-operation with United States Bureau of Labor Statistics) (Hours and earnings data exclude administrative and salaried personnel)

		Weekly E		Averag	ge Weekly	Hours	Average	Average Hourly Earnings			
INDUSTRY	Aug.(1) 1959	July (2) 1959	Aug. 1958	Aug.(1) 1959	July (2) 1959	Aug. 1958		July (2) 1959			
All Manufacturing	\$92.30	\$92.02	\$92.00	38.3	38.5	40.0	32.41	12.39	2.30		
Durable goods Primary metals.	91.87 93.03	90,86 93,03	92.52 89.92	38.6 38.6	38.5 38.6	40.4 38 1	2.38 2.41	2.36 2.41	2 29 2 36		
Nondurable goods	93.00 81.93	94 22 82.41	90,48 80,34	37.5 39.2	38.3 40.2	39 () 41.2	2 47	2 46 2 05	2.32 1.95		
All Mining	102.91	100.58	101.02	40.2	39.6	40.9	2.56	2.54	2.47		
Metal mining	97.78	97.78	95.13	37.9	37.9	37.0	2.58	2.58	2.51		
Transportation and Utilities (except railrds.)	100.88	98.23	94.92	38.1	38.8	39.4	2.22	2.22	2.11		
Transportation (except railroads) Utilities and communication	123.29 84.58	114.61 86.14	112.81 83.13		1						

⁽¹⁾ Preliminary estimates. (2) Figures previously released have been revised on more complete returns

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA

MITCHELL BUILDING
P. O. Box 1728
HIFLENA, MONTANA

OFFICIAL BUSINESS

Lucile Speer, Librarian Documents and Serials Montana State University Missoula, Montana EMPLOYMENT SECURITY MAIL United States Postage Accounted for Under Act of Congress



Montana State Library